



General Assembly

**Substitute Bill No. 5557**

February Session, 2016

\* \_\_\_\_\_HB05557ED\_\_\_\_\_032116\_\_\_\_\_\*

**AN ACT REQUIRING THE OFFICE OF EARLY CHILDHOOD TO  
DEVELOP A PROPOSED EARLY CHILDHOOD EDUCATOR  
COMPENSATION SCHEDULE.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1       Section 1. (*Effective from passage*) (a) The Office of Early Childhood  
2       shall develop, after notice and opportunity for public comment, a  
3       proposed early childhood educator compensation schedule for  
4       employees of early childhood education programs (1) accepting state  
5       funds for infant, toddler and preschool spaces associated with such  
6       program's child care program or school readiness program, and (2)  
7       that meet the applicable staff qualifications requirement described in  
8       section 10-16p of the general statutes.

9       (b) The Commissioner of Early Childhood shall consider the  
10       following factors in developing the proposed early childhood educator  
11       compensation schedule: (1) Level of education, (2) training in early  
12       childhood education or child development, (3) relevant employment  
13       experience, including the number of years an individual has been  
14       employed in an early childhood education program, (4) compensation  
15       levels for certified teachers employed in a preschool program operated  
16       by a local or regional board of education or regional educational  
17       service center, and (5) cost of living in the state.

18       (c) In developing the proposed early childhood educator

19 compensation schedule, the office may (1) incorporate the findings and  
 20 recommendations provided in "A Plan to Assist Early Education State  
 21 Funded Providers to Degree Attainment and Increased Compensation"  
 22 created by the office, pursuant to section 4 of public act 15-134, to  
 23 create a standardized salary scale and incentive package for early  
 24 childhood educators, (2) utilize state and federal funding, and (3)  
 25 examine existing programs that address early childhood educator  
 26 compensation and staff retention through financial incentives, such as  
 27 bonuses for degree or course completion.

28 (d) Not later than January 1, 2017, the office shall submit the  
 29 proposed early childhood educator compensation schedule and a  
 30 report to the joint standing committees of the General Assembly  
 31 having cognizance of matters relating to education and appropriations  
 32 and the budgets of state agencies, in accordance with the provisions of  
 33 section 11-4a of the general statutes. Such report shall include: (1) Any  
 34 recommendations for legislation relating to the implementation of the  
 35 proposed early childhood educator compensation schedule, (2) an  
 36 estimate of the cost of implementing the proposed early childhood  
 37 educator compensation schedule, (3) an analysis of the effect on the  
 38 number of available preschool seats as a result of the implementation  
 39 of the proposed early childhood educator compensation schedule, and  
 40 (4) an explanation of how the proposed early childhood educator  
 41 compensation schedule will be included in any quality rating and  
 42 improvement system developed by the office, pursuant to subdivision  
 43 (15) of subsection (b) of section 10-500 of the general statutes.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>from passage</i>	New section
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**ED** Joint Favorable Subst.